



Denying Credit: The Failure to Transition Troops to Civilian Employment

Prepared for

Connecticut Veterans Legal Center

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Executive Summary

Since September 11, 2001, more than 2.5 million veterans have served in Iraq, Afghanistan, or both (“Gulf War II veterans”).¹ It is widely recognized that securing meaningful employment is one of the most important factors determining the success of each veteran’s return to civilian life, influencing not only household income but also the physical and psychological health of these veterans and their families.² Promoting veteran employment should thus be a top national priority, a measure of the country’s support and respect for military service. And promoting veteran employment should be easy, because many veterans separate from service with significant military training and experience relevant to jobs in the civilian labor market. Yet, despite their marketable skills, Gulf War II veterans are unemployed at rates higher than those of the labor force overall.³

One substantial obstacle to the employment of veterans is the failure of federal, state, and local licensing authorities to credit military training and experience in granting occupational and professional licenses. This failure can compel veterans to spend months or years in classes and apprenticeship programs waiting for licenses and certifications for which their military training and experience should already have qualified them.⁴ In addition to military-civilian collaboration failures within the current licensing regime, certain Gulf War II veterans also suffer employment difficulty beyond licensing, because the occupations related to the licenses for which they may qualify either pay low wages or face anemic growth over the next decade. These veterans could benefit from targeted efforts at further training or education.

The U.S. Department of Veterans Affairs (VA) knows where most Gulf War II veterans reside, and the U.S. Department of Labor (DoL) knows the labor market conditions in those areas with high concentrations of veterans. But, at a national level, information regarding the military training and experience (referred to as Military Occupational Specialty, or “MOS”) of Gulf War II veterans is held only by the U.S. Department of Defense (DoD), which has refused to make it public.⁵ And although the DoD has created its own *Military Credentialing and Licensing Task Force*, it has thus far focused on only a limited number of MOSes instead of providing complete data to aid lawmakers responsible for reintegrating the millions of service members who were once under the charge of the DoD.⁶ This lack of data frustrates policymakers’ efforts to determine which licensing regimes might be reformed so as to maximize opportunities for veterans to secure licenses, and to tailor training and education programs for those veterans whose military skill sets are applicable only to low-wage or low-growth jobs.

To overcome the DoD’s failure to disclose national MOS data, this report looked to an alternative source—a random sample of the MOS data voluntarily provided to the Connecticut Department of Veterans Affairs by Gulf War II veterans. Using this sample, the Connecticut Veterans Legal Center (CVLC) has produced the first study of its kind: one in which MOS data can be compared to local labor market conditions and state licensing requirements. This report thus identifies those licenses that align with the military training and experience of the largest number of Gulf War II veterans in Connecticut, and then compares those to DoL estimates of current and future labor market conditions. The result is a mapping of licensing regimes policymakers should reform to credit military service and best promote veteran employment.

Denying Credit

Further, to the extent the Connecticut population of Gulf War II veterans is representative of the nation as a whole, and that local labor market conditions and licensing requirements are comparable to those elsewhere in the country, the conclusions of this report will have national implications. Conversely, if Connecticut's Gulf War II veterans are not representative, or labor market conditions and licensing requirements vary, this study evidences the need to undertake comparable investigations in other states, and for the DoD to cease withholding MOS data that could aid policymakers in better promoting veteran employment nationally.

Key Findings

- **29 of the 32 most common MOSes held by Gulf War II veterans appear to align with Connecticut state licenses, including licenses that are a result of secondary and tertiary military skills--such as the ability to drive commercial vehicles--that are not obvious from some MOS job descriptions. However, the study data also suggest that there are not enough job openings in Connecticut to benefit every Gulf War II veteran who qualifies for a license.**
- **For the 29 MOSes with corresponding Connecticut licenses, the average annual salary for licensed positions is \$55,861 and the average number of job openings in the state is 135 per licensed career field.**
- **Connecticut Gulf War II veterans from medical fields are a small minority of the total veteran population but have the highest potential compensation, with an average salary of \$58,686 based on occupations that require licenses.**
- **Within their licensed career field, many of the top MOSes in Connecticut face some combination of steep competition, low wages, and anemic growth. It is clear that many Gulf War II veterans require new careers and/or additional training in order to compete and thrive in the Connecticut job market. Even if all the veterans in Connecticut receive the licenses for which they are qualified, the existing job market lacks sufficient relevant positions for them to fill.**
- **Projecting nationally from the MOS distribution in the Connecticut sample, there could be at least 64,772 Gulf War II veterans who could potentially benefit from streamlined licensing in the healthcare professions, and also could be at least 468,357 Gulf War II veterans who could potentially benefit from streamlined licensing of commercial driver's licenses.**
- **If the top 32 Connecticut MOSes were representative of Gulf War II veterans across the country, veterans in these licensed occupations would have an average salary of \$48,921. The average annual number of associated job openings would be 13,330 per position for a population of more than 2.5 million Gulf War II veterans.**

Key Recommendations

1. The DoD should share its MOS data with DoL, the VA, and the public to permit an analysis to determine which federal, state, or local occupational or professional licensing requirements should be reformed to maximize Gulf War II veteran employment by more fully crediting military training and experience. Stakeholders should also use these data to identify MOSes that are at risk for civilian unemployment.

2. In the absence of DoD cooperation, state departments of veterans' affairs should survey Gulf War II veterans by MOS and share the results with state policymakers, employers, and the public, so that all can better understand the skills and experience of Gulf War II veterans and how to reform licensing regimes to credit more fully this military training and experience. The Connecticut study suggests that health care and commercial driver's licenses may be among the most fruitful for reform.

3. The DoD, VA, and DoL should collaborate to identify unemployment rates for Gulf War II veterans by MOS in order to better inform service members about post-service employment prospects when they make decisions regarding which military specialty to pursue. As a result, service members would know whether they are entering an MOS with a high risk for civilian unemployment.

4. The DoD branches with Credentialing Opportunities On-Line (COOL), or COOL-equivalent, websites should coordinate with the DoL's Bureau of Labor Statistics to provide service members access to information in one website regarding civilian licenses and occupational outlooks for states in which they reside, or plan to return to upon completion of their service obligation. As of December 20, 2013, the Marine Corps does not have a COOL website, and the Air Force Credentialing and Education Research Tool (CERT) site is not operational. Both the Air Force CERT and the planned Marine Corps COOL site should emulate the content and functionality of the Army and Navy COOL websites.

5. The Connecticut MOS Task Force, created pursuant to Connecticut Special Act 13-5, should examine whether the licensing requirements related to 29 of the 32 most common MOSes held by Gulf War II veterans can be reformed to more fully credit military training and experience. Additionally, the Task Force should include this analysis in its report to the Connecticut Legislature.⁷

I. Introduction, Background and Methodology

In the wake of the conflicts in Iraq and Afghanistan, the Department of Defense is separating tens of thousands of Gulf War II veterans—those who served from September 11, 2001 forward—with the expectation that they will successfully reintegrate themselves back into civilian society.⁸ This expectation is misplaced. As of 2012, the unemployment rate among Gulf War II veterans is 9.9%, higher than the national average.⁹ In August 2013, the Assistant Secretary for Veterans' Employment and Training Services in the U.S. Department of Labor acknowledged that the unemployment rate for veterans aged 18-24 is “a staggering 20.5%.”¹⁰

While in service, veterans gain skills and experience that should qualify them, in whole or in part, for civilian professional or occupational licenses. However, it is difficult for veterans of any era to navigate federal, state, and local licensing systems. Both policymakers and private industry are trying to facilitate an easier process for veterans to receive the licenses for which they are qualified, and to use them as the means to a civilian career. To this end, President Obama has made streamlined credentialing and licensing opportunities for Gulf War II veterans a priority, and the Executive Branch has published two reports that speak to this issue.¹¹ However, both the DoD and the DoL have deprived policymakers, private industry, and the public of data they require to reform licensing programs to more fully credit military training and experience, and to identify trends of incoming veterans whose MOSes do not have easily transferable skills because of the inapplicability of military training or job-market conditions.

To date, there is no public record of Gulf War II veterans by Military Occupational Specialty (MOS) and geographic location. In other words, policymakers and the public have no clear picture of the exact skills veterans possess, the number of veterans who possess those skills, and where the veterans with those skills reside. With these data, policymakers and private industry could harmonize federal, state, and local licensing requirements with military training programs. For example, if the State of Connecticut knew that a large number of former Army healthcare specialists or Navy hospital corpsmen lived within the state, it could make a focused effort to reach out to those service members and reform related licensing opportunities. Conversely, if Connecticut knew a large number of Army motor transport operators or Marine motor vehicle operators lived within the state, but that the job market was unlikely to support the entire population of those service members, then the state could target veterans with those MOSes for additional training or education. Currently, such healthcare specialists, hospital corpsmen, motor transport operators, or motor vehicle operators must individually self-identify to prospective employers; as a result, neither policymakers nor local employers have the data necessary to strategically recruit, train, or assist large populations of veterans with a particular skillset who reside within the state.

Unfortunately, the DoD has declined to provide the public with a survey of Gulf War II veterans by MOS. In § 237 of the Veterans Opportunity to Work (VOW) to Hire Heroes Act of 2011, Congress mandated a demonstration project to begin partially to address this knowledge gap.¹² However, two years later, the report of that project remains unpublished, and it is unlikely to help veterans who do not hold the five (or fewer) MOSes being examined. In the United States Army alone, there are over 150 MOSes.¹³ And although the DoD created a *Military Credentialing and Licensing Task Force*, it has focused on initiatives for only a limited

number of military occupations instead of making critical data about the totality of the veterans' population available to policymakers and employers.¹⁴ Without such information, legislative efforts to assist unemployed veterans have been unfocused and imprecise.

In a first-of-its-kind effort, the Connecticut Department of Veterans Affairs (CTDVA) has made available to the Veterans Legal Services Clinic at Yale Law School (the Clinic), working on behalf of CVLC, the military occupation and branch data of approximately 80,000 Connecticut veterans from all eras. For this study, the Clinic randomly sampled 923 Connecticut Gulf War II veterans by military occupation. Of this sample, 470 veterans served in the active duty Army, Army Reserve or Army National Guard; 163 in the Navy or Navy Reserve; 157 in the Air Force or Air National Guard; and 133 in the Marine Corps or Marine Corps Reserve.¹⁵ Because a portion of the randomly sampled veterans held more than one Army or Marine Corps MOS, Navy rating/designator, or Air Force Specialty Code (AFSC), the data provided in this report reflect the total military occupation count (1,030), not the total number of veterans (923).¹⁶

With these data, CVLC has determined the most common MOSes, ratings/designators and AFSCs possessed by Connecticut Gulf War II veterans. Using the DoD's credentialing guidelines, the Clinic crosschecked these military occupations (or equivalent military occupations) against DoL data regarding labor market conditions nationally and locally within Connecticut, and identified the requirements for those of the 353 professional licenses issued by Connecticut that align most closely with the most common military occupations held by Connecticut Gulf War II veterans.¹⁷

Part II of this paper examines the current state of veterans' unemployment. Part III presents a summary of the Connecticut sample, divided by branch, for the Army, Navy, Air Force, and Marine Corps.¹⁸ Part IV takes an in-depth look at some of the most common military occupational specialties in Connecticut and connects these specialties to their related civilian sector licenses and occupations. Part V discusses some of the national implications of the Connecticut study, and Part VI concludes with recommendations.

II. The Current State of Veteran Unemployment

Gulf War II veterans' unemployment is above both the national average for non-veterans and the combined average for veterans of all eras. In 2012, the unemployment rate for Gulf War II veterans was 9.9%, compared with a rate of 7.9% for non-veterans and 7.0% for veterans of all eras.¹⁹ Notably, females among the Gulf War II veterans were unemployed at a rate of 12.5%--three percentage points higher than males--equating to approximately 37,000 female Gulf War II veterans seeking work but unable to find it.²⁰

Figure 1. Comparison of 2012 Unemployment Rates by Veteran Group²¹

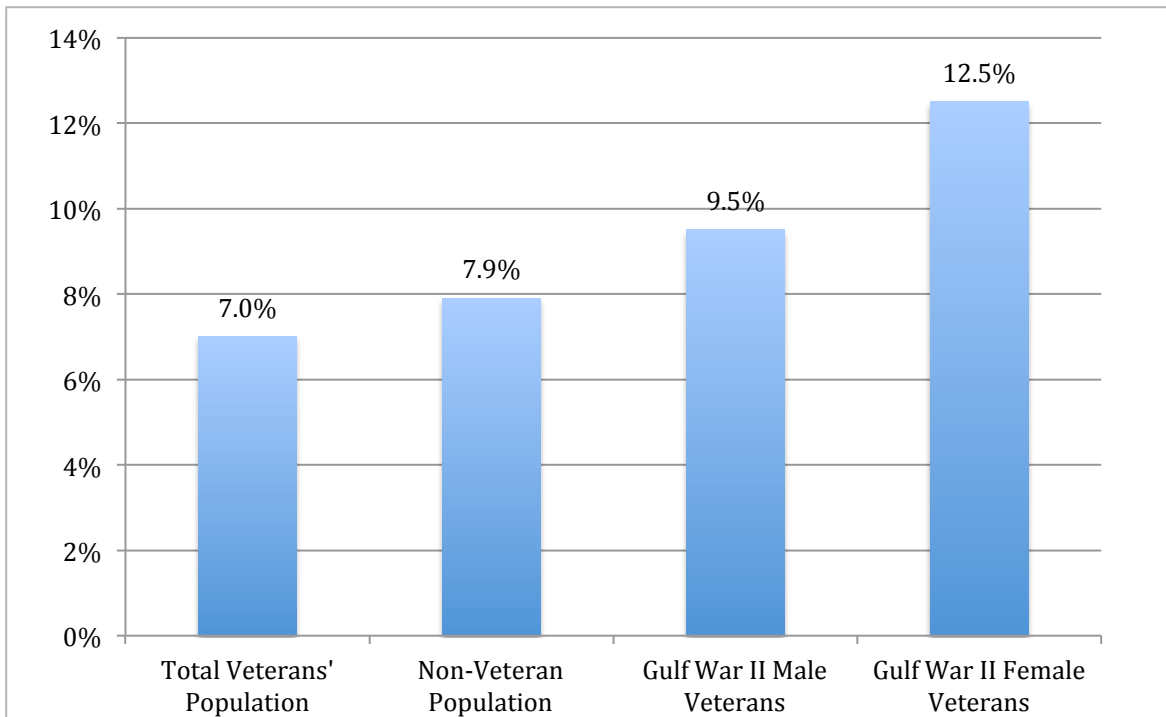
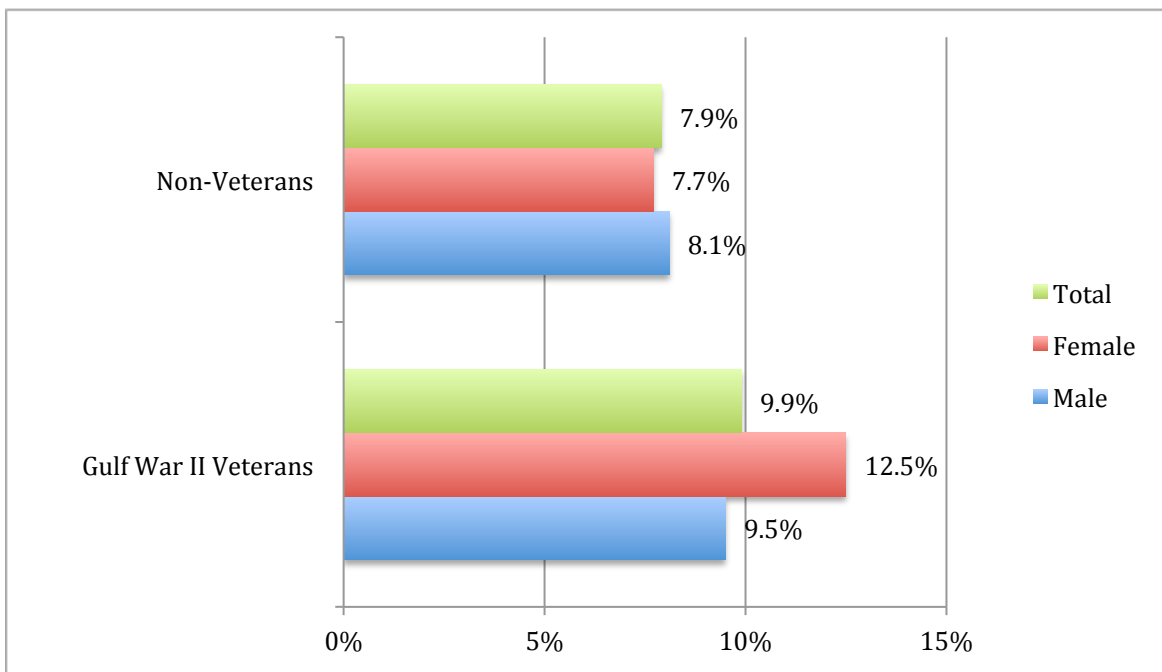


Figure 2. Comparison of 2012 Unemployment Rates by Gender²²



In a limited effort to address this problem, Congress enacted the Veterans Opportunity to Work (VOW) to Hire Heroes Act of 2011.²³ The law expands education and training for veterans, provides tax credits to employers for hiring veterans, and seeks to improve the transition from military service to civilian employment.²⁴ Furthermore, the law requires DoL to examine how to improve the licensing and certification process and “how to translate military skills and training to civilian sector jobs.”²⁵

However, two years later, a critical information gap remains. Veterans leave the military with skill sets that overlap but do not align precisely with requirements for occupational or professional licenses or certificates. For some veterans, obtaining the related civilian licenses or certificates could take months or even years, potentially forcing them into unemployment in the interim.²⁶ In response, policymakers, veterans’ advocates, and private industry seek ways to enable veterans to find employment that builds on the skills they obtained during military service.

Policymakers and veterans’ advocates are unable to focus such efforts, though, because they lack even basic data with regard to the MOSes most common among Gulf War II veterans. The DoD has refused to disclose such data to the public or even to coordinate with federal agencies such as DoL and VA. Without knowing which MOSes are most common, it is impossible to identify which professional and occupational license requirements might be reformed to best assist unemployed veterans in light of local labor market conditions.

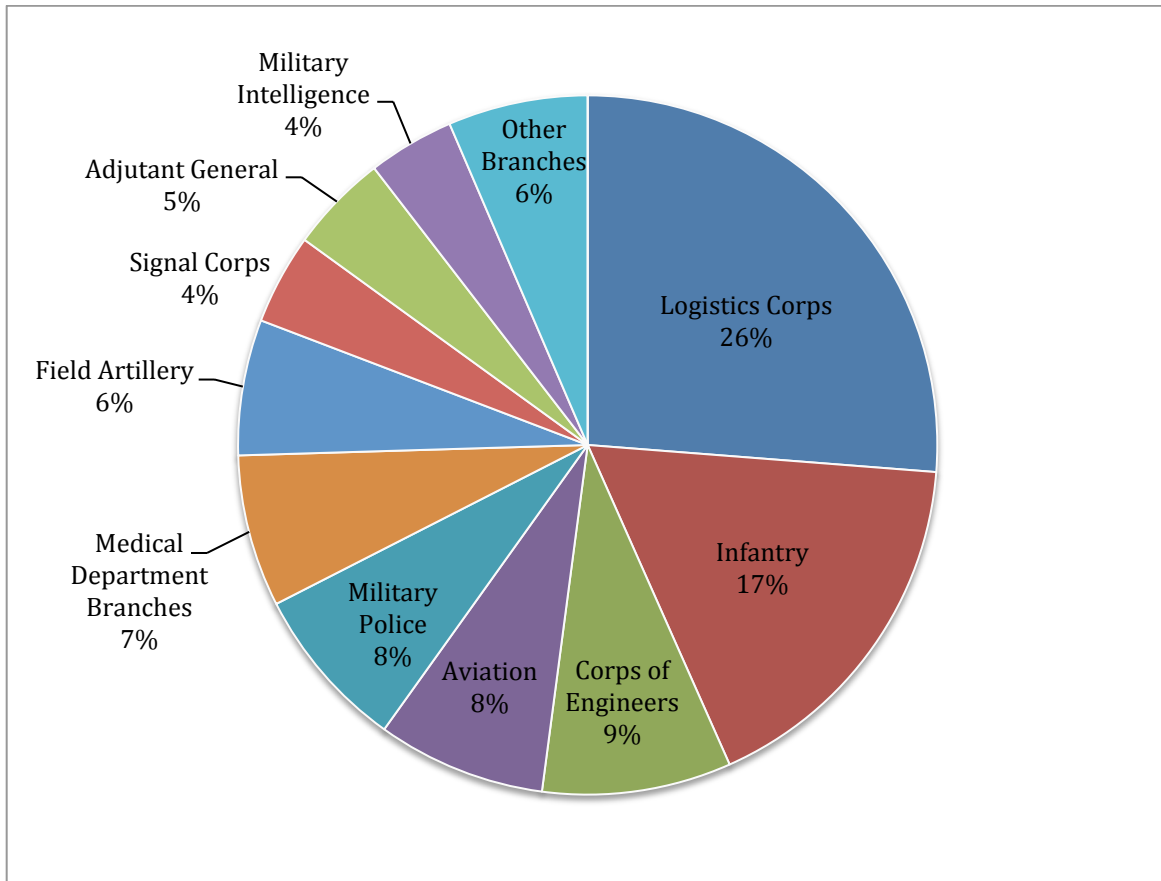
III. The Connecticut Study: Gulf War II Veteran MOS Data by Branch of Service

The following sections summarize the Connecticut samples analyzed by branch for the Army, Navy, Air Force, and Marine Corps.²⁷

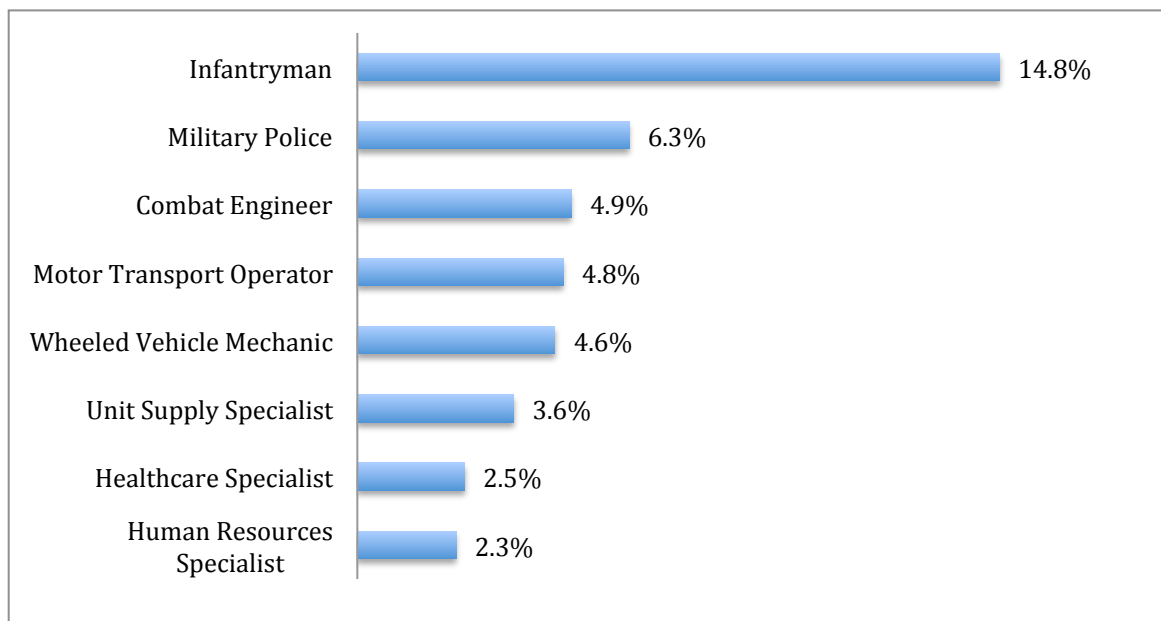
A. Army

Figure 2 presents the MOSes of sampled Connecticut Gulf War II veterans by Army branch, and Figure 3 presents the top eight MOSes in the Connecticut Gulf War II Army sample.

**Figure 2. Connecticut Gulf War II Army Veteran Occupational Specialties by Branch
(*n* = 526 MOSes)**



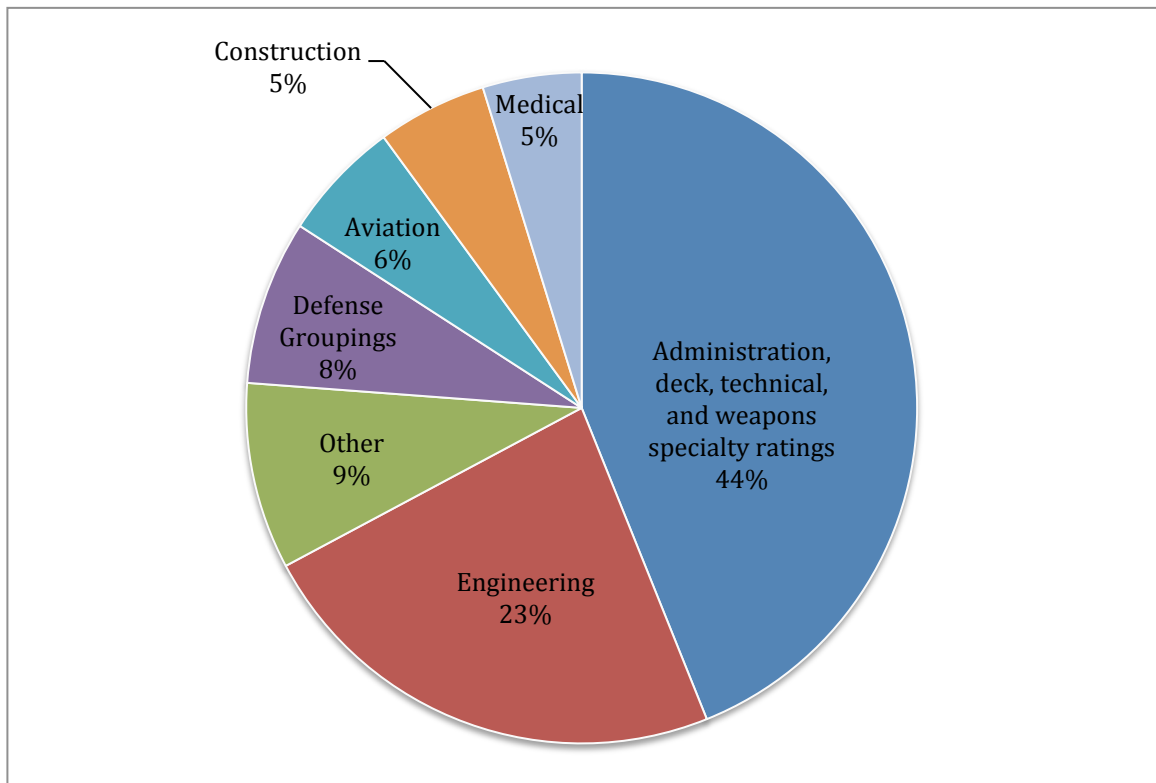
**Figure 3. Top 8 Connecticut Gulf War II Army Veteran MOSes
(*n* = 526 MOSes)**



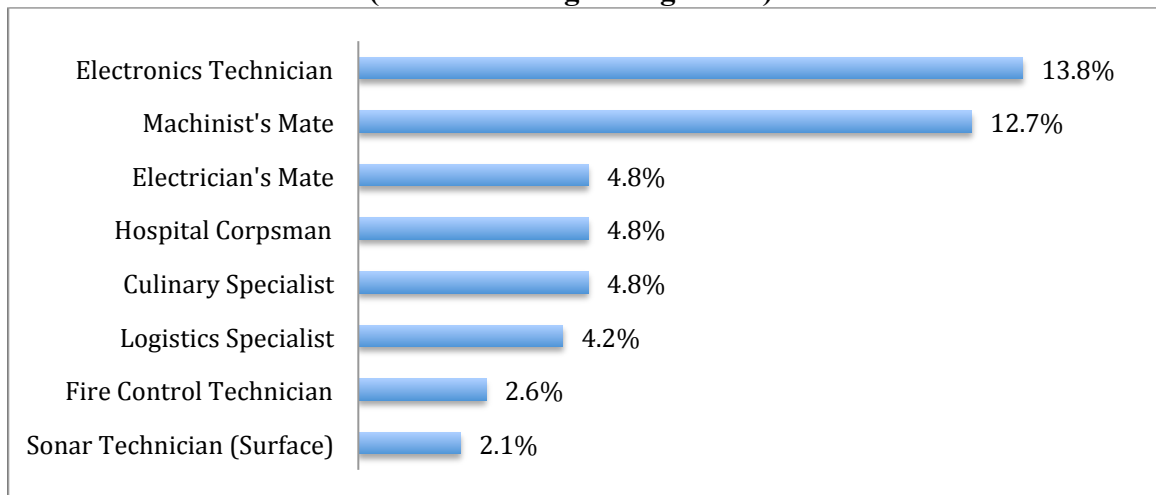
B. Navy

Figure 4 provides a summary of the Connecticut Gulf War II Navy data by Navy rating/officer designator group, and Figure 5 presents the top eight Navy ratings or officer designators among Connecticut Gulf War II veterans.²⁸

**Figure 4. Connecticut Gulf War II Navy Veteran Rating/Designator Groups
(n = 189 Ratings/Designators)**



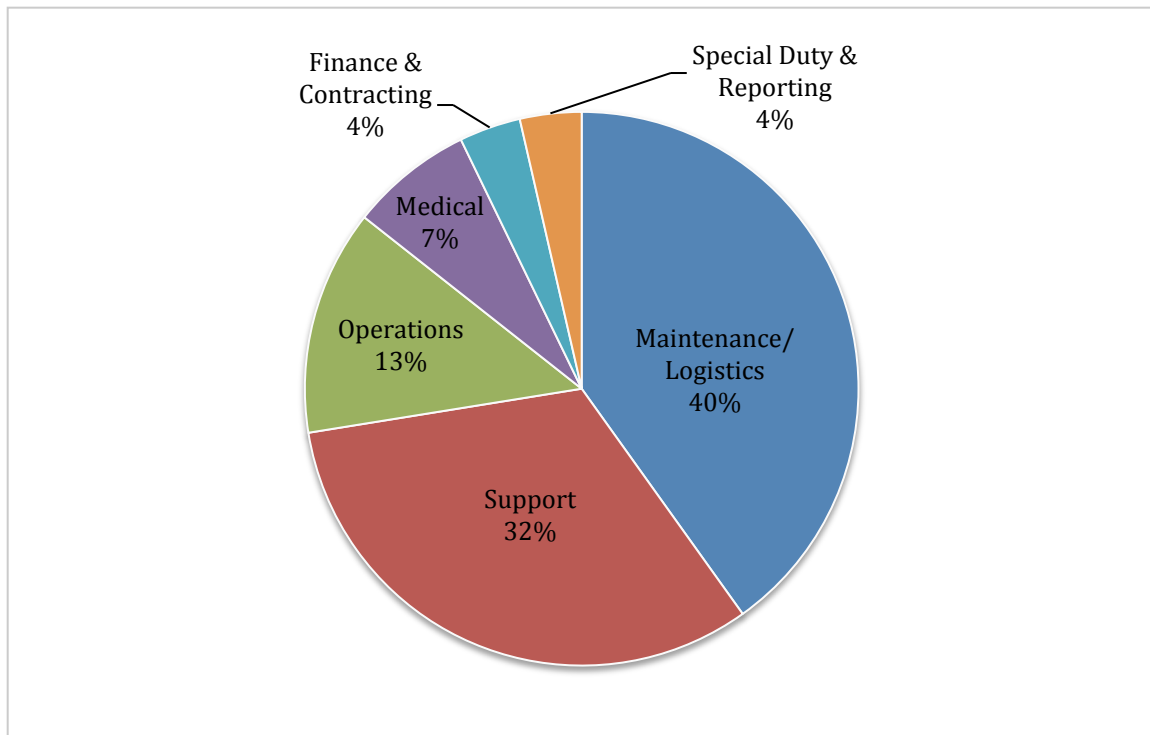
**Figure 5. Top 8 Connecticut Gulf War II Navy Veteran Ratings/Designators
(n = 189 Ratings/Designators)²⁹**



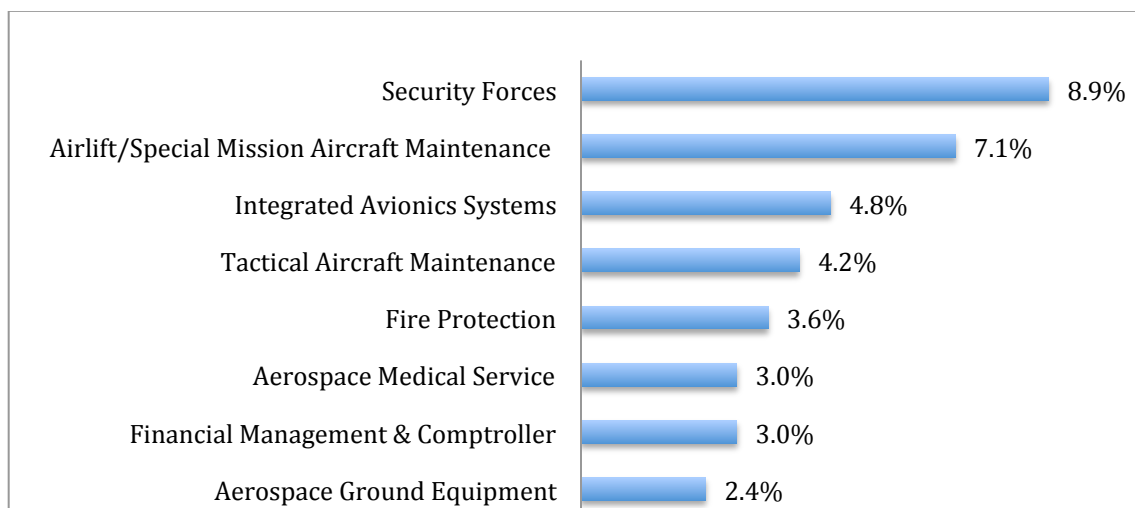
C. Air Force

Figure 6 presents the Connecticut Air Force veteran data by career group. Figure 7 presents the top eight Air Force Specialty Codes (AFSCs) among Connecticut Gulf War II veterans.³⁰

**Figure 6. Connecticut Gulf War II Air Force Veteran Career Groups
(n = 168 AFSCs)**



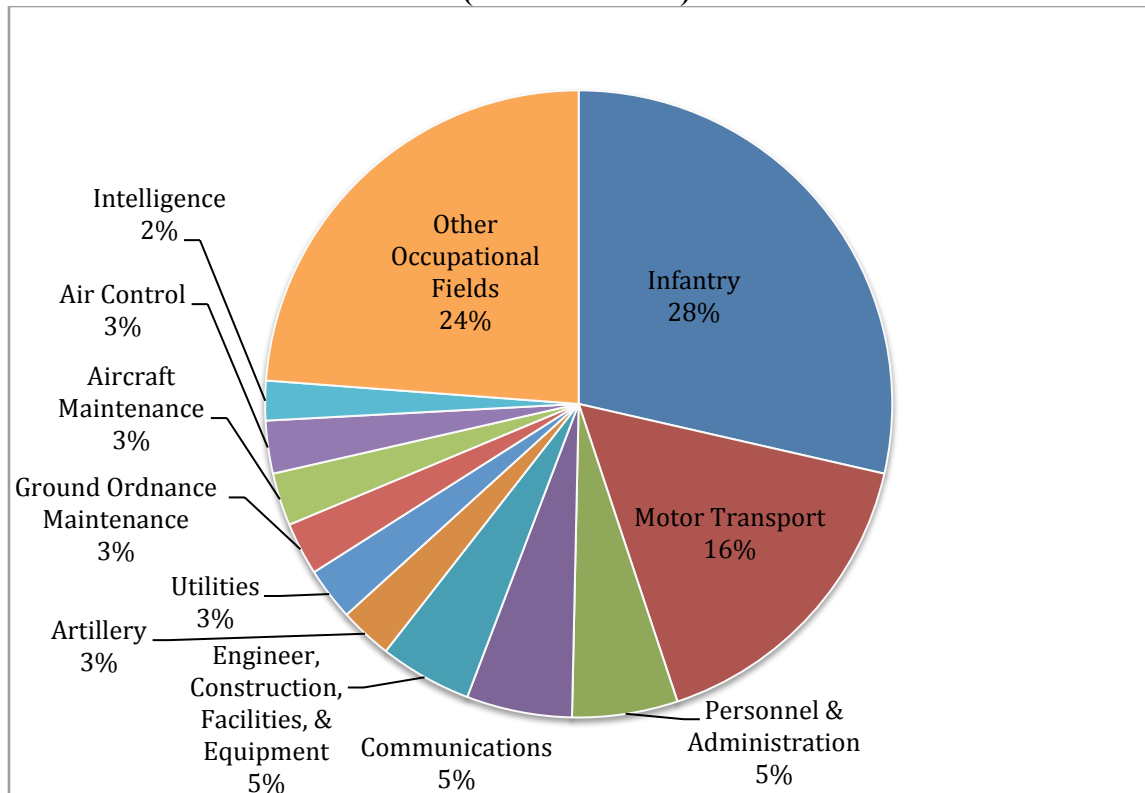
**Figure 7. Top 8 Connecticut Gulf War II Air Force Veteran Specialty Codes
(n = 168 AFSCs)³¹**



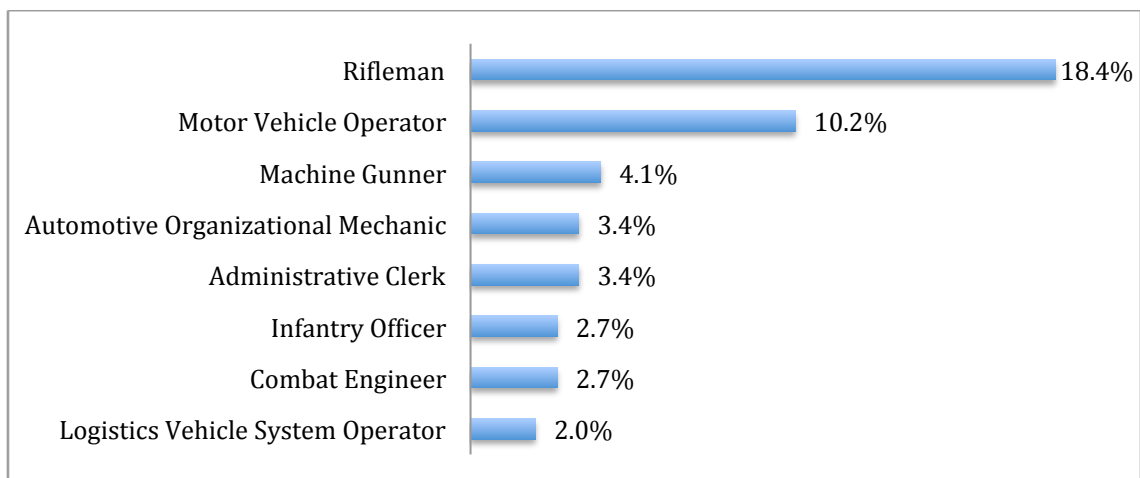
D. Marine Corps

Figure 8 presents the sampled Connecticut Gulf War II Marine Corps Occupational Fields, and Figure 9 presents the eight most frequent Gulf War II Marine Corps MOSes among Connecticut veterans.

**Figure 8. Connecticut Gulf War II Marine Corps Veteran Occupational Fields
(n = 147 MOSes)**



**Figure 9. Top 8 Connecticut Gulf War II Marine Corps Veteran MOSes
(n = 147 MOSes)³²**



IV. Civilian Licensing Opportunities for the Most Common Gulf War II MOSes in Connecticut

There are several sources available online designed to help service members convert their MOSes into related civilian licenses. The Army and the Navy catalogue potential post-service employment opportunities for veterans by MOS and rating/designator on a website called Credentialing Opportunities On-Line (COOL).³³ For example, according to the Army COOL website, there are 13 related civilian occupational equivalents for Army infantrymen.³⁴ However, equivalents are given on COOL with the caveat that additional training and licensing may be required.³⁵ The Air Force has an online Credentialing and Education Research Tool (CERT) that provides Air Force service members with a service similar to COOL, but it was not operational as of December 21, 2013.³⁶ The Marine Corps does not yet have a COOL Website.³⁷

Many professional and occupational licenses are granted by state or local authorities, but the DoD credentialing websites identify only potential national certifications for which a veteran may be qualified. The websites leave it to each veteran to search a separate DoL-sponsored website to find *state*-level licensing opportunities for DoD-recommended related civilian occupations. For an individual veteran, making the connection between these state-level opportunities and his or her past training and experience may be difficult. Likewise, it is difficult for many state-level administrators, policymakers, and employers to know which state licenses would assist the greatest number of veterans to find employment, because the MOS, rating/designator, and AFSC numbers are not available to them.

For instance, according to the Army COOL website, infantrymen may be good candidates for civilian work as heavy and tractor-trailer truck drivers, even though in the military driving a vehicle is often a secondary or tertiary responsibility for infantrymen.³⁸ This suggestion on COOL may be the first time service members learn that their time as infantrymen and the military driver's licenses they earned might qualify them for employment in the civilian transportation sector. If veterans decide to pursue the opportunity based on the DoD's suggestion that the position is related, they must--on their own--identify the Connecticut licensing requirements for heavy and tractor-trailer truck drivers, discern the pathway to a Connecticut commercial driver's license,³⁹ and then successfully navigate the licensing structure.

In contrast, for former Army motor transport operators who may leave the service with a federal commercial driver's license, the process of becoming a heavy and tractor-trailer truck driver is likely easier and more intuitive. This contrast highlights the difficulty for veterans, such as infantrymen, whose jobs within the armed services do not translate easily to the civilian sector, but who were given secondary and tertiary skills over the course of their service: neither the veterans nor a prospective employer may realize that these additional skills could qualify them for certain civilian careers. Since Army infantry is the single most common military occupation among Connecticut's veterans, this particular difficulty is likely to be experienced by many.

Denying Credit

Pairing the military credentialing websites' recommendations by MOS with the related Connecticut state licenses in an accessible manner would make it easier to see where skills accrued during past service may dovetail with potential licensing and employment in the present.

Among the top eight MOSes for Gulf War II Connecticut veterans of each service branch, there are a number of overlapping military training/civilian license requirements that could potentially be better aligned to facilitate veteran employment. This analysis uses the relevant credentialing sites to match the DoD's prescribed occupational equivalents with Connecticut licenses.

A. Army/Marine Corps

All of the top eight Gulf War II Army MOSes in Connecticut identified by the CVLC sample have potential Connecticut state licenses that correspond with the Army COOL's occupational equivalents:⁴⁰

1. Infantryman: (14.8%) (5 potential CT licenses)
2. Military Police: (6.3%) (5 potential CT licenses)
3. Combat Engineer: (4.9%) (7 potential CT licenses)
4. Motor Transport Operator: (4.8%) (2 potential CT licenses)
5. Wheeled Vehicle Mechanic: (4.6%) (1 potential CT license)
6. Unit Supply Specialist: (3.6%) (2 potential CT licenses)
7. Healthcare Specialist: (2.5%) (9 potential CT licenses)
8. Human Resources Specialist: (2.3%) (2 potential CT licenses)

The Marine Corps does not yet have a COOL site, although, apparently, one is being constructed.⁴¹ However, there are similarities between Gulf War II Marine Corps and Army MOSes, and of the top eight Gulf War II Marine Corps MOSes in Connecticut, all have potential state licenses that correspond with the Army COOL's related occupational equivalents:⁴²

1. Rifleman (18.4%) (5 potential CT state licenses, comparable to Army Infantryman)
2. Motor Vehicle Operator (10.2%) (2 potential CT licenses, comparable to Army Motor Transport Operator)
3. Machine Gunner (4.1%) (5 potential CT licenses, comparable to Army Infantryman)
4. Automotive Organizational Mechanic (3.4%) (1 potential CT license, comparable to Army Wheeled Vehicle Mechanic)
5. Administrative Clerk (3.4%) (2 potential CT licenses, comparable to Army Human Resources Specialist)
6. Infantry Officer (2.7%) (5 potential CT licenses, comparable to Army Infantryman)
7. Combat Engineer (2.7%) (7 potential CT licenses, comparable to Army Combat Engineer)
8. Logistics Vehicle System Operator (2.0%) (2 potential CT licenses, comparable to Army Motor Transport Operator)

Denying Credit

Table 1 outlines the median income, 10-year job growth prospects, and number of annual job openings for the civilian occupations related to the licenses referenced above.

Table 1. Median Income, 10-Year Job Growth Prospects, and Annual Job Openings for Civilian Occupations Related to Top Eight Gulf War II Connecticut Army and Marine Corps MOSes⁴³

<i>Civilian Licenses (Descending Order of Combined Number of CT Vets with Potentially Related MOSes)</i>	United States			Connecticut		
	<i>Median Income</i>	<i>10 yr Job Growth</i>	<i>Annual Job Openings</i>	<i>Median Income</i>	<i>10 yr Job Growth</i>	<i>Annual Job Openings</i>
Heavy/Tractor-Trailer Drivers	\$38,200	21%	64,940	\$42,300	10%	380
Police and Sheriff's Patrol Officers	\$55,300	8%	24,940	\$64,800	6%	230
Security Guards	\$24,000	19%	35,950	\$27,200	6%	250
Private Detectives and Investigators	\$45,700	21%	1,490	\$36,500	12%	20
Transit and Intercity Bus Drivers	\$36,600	15%	6,350	\$44,500	10%	50
Explosives Workers, Ordnance Handling Experts, and Blasters	\$48,600	0%	140	\$57,500	-	0
Transportation Inspector	\$63,700	14%	1,070	\$65,200	5%	10
Wholesale and Retail Buyers, Except Farm Products	\$51,500	9%	4,170	\$54,300	4%	40
Emergency Medical Technicians and Paramedics	\$31,000	33%	12,080	\$38,100	30%	160
Licensed Practical And Licensed Vocational Nurses	\$41,500	22%	36,920	\$54,000	13%	350
Occupational Therapy Assistants	\$53,200	43%	1,680	\$56,000	32%	30
Physical Therapy Aides	\$23,900	43%	2,760	\$26,400	27%	20
Cardiovascular Technologists and Technicians	\$52,100	29%	2,210	\$63,600	29%	20

B. Navy

Of the top eight Gulf War II Navy ratings/designators in Connecticut, seven have potential Connecticut state licenses that correspond with the Navy COOL's related occupational equivalents.⁴⁴

1. Electronics Technician (13.8%) (1 potential CT licenses)
2. Machinist's Mate (12.7%) (13 potential CT licenses)
3. Electrician's Mate (4.8%) (3 potential CT licenses)
4. Hospital Corpsman (4.8%) (23 potential CT licenses)

Denying Credit

5. Culinary Specialist (4.8%) (0 potential CT licenses)
6. Logistics Specialist (4.2%) (5 potential CT licenses)
7. Fire Control Technician (2.6%) (4 potential CT licenses)
8. Sonar Technician (Surface) (2.1%) (9 potential CT licenses)

Table 2 outlines the median income, 10-year job growth prospects, and number of annual job openings for the civilian occupations related to the licenses referenced above.⁴⁵

Table 2. Median Income, 10-Year Job Growth Prospects, and Annual Job Openings for Civilian Occupations Related to Top Eight Connecticut Gulf War II Navy Ratings/Designators⁴⁶

<i>Civilian Licenses (Descending Order of Number of CT Vets with Potentially Related Rating/Designators)</i>	United States			Connecticut		
	<i>Median Income</i>	<i>10 yr Job Growth</i>	<i>Annual Job Openings</i>	<i>Median Income</i>	<i>10 yr Job Growth</i>	<i>Annual Job Openings</i>
Electronics Engineers, Except Computer	\$91,800	5%	4,060	\$85,300	-5%	30
First-Line Supervisors of Production and Operating Workers	\$54,000	2%	8,790	\$63,200	-2%	110
Hazardous Materials Removal Workers	\$37,600	23%	1,890	\$35,900	42%	40
Hoist and Winch Operators	\$40,000	7%	120	\$50,900	13%	0
Water and Wastewater Treatment Plant and System Operators	\$42,800	12%	4,150	\$55,900	9%	30
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$43,600	34%	13,760	\$54,300	18%	140
Electricians	\$49,800	23%	28,920	\$55,700	15%	270
Dental Hygienists	\$70,200	38%	10,940	\$84,200	18%	120
Embalmers	\$42,400	5%	370	\$63,500	7%	10
Environmental Science and Protection Technicians, Including Health	\$41,200	24%	1,950	\$43,800	8%	30
Funeral Service Managers	\$66,700	18%	1,070	\$91,000	19%	10
Medical and Health Services Managers	\$88,600	22%	14,190	\$95,800	15%	200
Nursing Assistants	\$24,400	20%	49,610	\$30,900	11%	560
Occupational Health and Safety Specialists	\$66,800	9%	2,570	\$71,400	3%	20
Occupational Therapy Assistants	\$53,200	43%	1,680	\$56,000	32%	30
Opticians, Dispensing	\$33,300	29%	3,060	\$43,600	7%	20
Pharmacy Technicians	\$29,300	32%	16,630	\$30,700	17%	120

Denying Credit

Physical Therapist Assistants	\$52,200	46%	4,120	\$59,000	29%	20
Physician Assistants	\$93,900	30%	4,060	\$104,400	22%	60
Self-Enrichment Education Teachers	\$35,300	21%	9,150	\$39,300	18%	80
Emergency Medical Technicians and Paramedics	\$31,000	33%	12,080	\$38,100	30%	160
Licensed Practical And Licensed Vocational Nurses	\$41,500	22%	36,920	\$54,000	13%	350
Accountant	\$63,500	16%	45,210	\$69,700	10%	530
First-Line Supervisors of Office and Administrative Support Workers	\$49,300	14%	58,440	\$55,500	9%	850
Hazardous Materials Removal Workers	\$37,600	23%	1,890	\$35,900	42%	40
Inspectors, Testers, Sorters, Samplers, and Weighers	\$34,500	8%	12,390	\$42,100	3%	170
Explosives Workers, Ordnance Handling Experts, and Blasters	\$48,600	0%	140	\$57,500	17%	0
Occupational Health and Safety Specialists	\$66,800	9%	2,570	\$71,400	3%	20

C. Air Force

As of December 21, 2013, the Air Force Credentialing and Education Research Tool (CERT) website was “down for maintenance or revision.” For this analysis, the CVLC identified MOSes and ratings/designators that were comparable to Air Force AFSCs, then used the Army and Navy COOL websites in conjunction with CareerOneStop to find potential CT licenses. Using this methodology, six of the top eight Gulf War II Air Force AFSCs have potential Connecticut state licenses:⁴⁷

1. Security Forces (8.9%) (5 Potential CT Licenses, Comparable to Navy Master-At-Arms)
2. Airlift/Special Mission Aircraft Maintenance (7.1%) (2 Potential CT Licenses, Comparable to Navy Aviation Structural Mechanics)
3. Integrated Avionics Systems (4.8%) (3 Potential CT Licenses, Comparable to Navy Aviation Electronics Technician)
4. Tactical Aircraft Maintenance (4.2%) (0 Potential CT Licenses, Comparable to Navy Aviation Machinist's Mate).
5. Fire Protection (3.6%) (4 Potential CT Licenses, Comparable to Army Firefighter)
6. Aerospace Medical Service (3.0%) (23 Potential Licenses, Comparable to Navy Hospital Corpsman and taking into account additional skills that hospital corpsmen can gain in service)
7. Financial Management & Comptroller (3.0%) (0 Potential Licenses, Comparable to Army Financial Management Technician)
8. Aerospace Ground Equipment (2.4%) (3 CT Potential Licenses, Comparable to Navy Aviation Electrician's Mate)

Denying Credit

Table 3 outlines the median income, 10-year job growth prospects, and number of annual job openings for the civilian occupations related to the licenses referenced above.

Table 3. Median Income, 10-Year Job Growth Prospects, and Annual Job Openings for Civilian Occupations Related to Top Eight Connecticut Gulf War II AFSCs⁴⁸

<i>Civilian Licenses (Descending Order of Number of CT Vets with Potentially Related AFSCs)</i>	United States			Connecticut		
	<i>Median Income</i>	<i>10 yr Job Growth</i>	<i>Annual Job Openings</i>	<i>Median Income</i>	<i>10 yr Job Growth</i>	<i>Annual Job Openings</i>
Private Detectives and Investigators	\$45,700	21%	1,490	\$36,500	12%	20
Security Guards	\$24,000	19%	35,950	\$27,200	6%	250
Sheet Metal Workers	\$43,300	18%	4,700	\$51,300	5%	40
Inspectors, Testers, Sorters, Samplers, and Weighers	\$34,500	8%	12,390	\$42,100	3%	170
Fire Inspectors and Investigators	\$54,000	9%	470	\$55,500	6%	10
Firefighters ⁴⁹	\$45,200	9%	11,230	\$59,400	6%	110
Cardiovascular Technologists and Technicians	\$52,100	29%	2,210	\$63,600	29%	20
Emergency Medical Technicians and Paramedics	\$31,000	33%	12,080	\$38,100	30%	160
Dental Hygienists	\$70,200	38%	10,940	\$84,200	18%	120
Embalmers	\$42,400	5%	370	\$63,500	7%	10
Environmental Science and Protection Technicians, Including Health	\$41,200	24%	1,950	\$43,800	8%	30
Funeral Service Managers	\$66,700	18%	1,070	\$91,000	19%	10
Licensed Practical And Licensed Vocational Nurses	\$41,500	22%	36,920	\$54,000	13%	350
Medical and Health Services Managers	\$88,600	22%	14,190	\$95,800	15%	200
Nursing Assistants	\$24,400	20%	49,610	\$30,900	11%	560
Occupational Health and Safety Specialists	\$66,800	9%	2,570	\$71,400	3%	20
Occupational Therapy Assistants	\$53,200	43%	1,680	\$56,000	32%	30
Opticians, Dispensing	\$33,300	29%	3,060	\$43,600	7%	20
Pharmacy Technicians	\$29,300	32%	16,630	\$30,700	17%	120
Physical Therapist Assistants	\$52,200	46%	4,120	\$59,000	29%	20
Physician Assistants	\$93,900	30%	4,060	\$104,400	22%	60
Self-Enrichment Education Teachers	\$35,300	21%	9,150	\$39,300	18%	80

D. Recommended Areas of Focus in Connecticut

It is possible to identify certain civilian licenses that appear multiple times in this study as potential areas of focus for Connecticut policymakers. However, these civilian licenses will not necessarily lead to high-paying jobs or occupations that, in Connecticut, have a high potential for growth. When competing in a licensed-career field, many of the top MOSes in Connecticut face some combination of steep competition, low wages, or anemic growth.

For example, of the top 32 Gulf War II MOSes in Connecticut, nine are potentially candidates for a heavy and tractor-trailer driver's license with a commercial driver's license--a career with relatively low wages and anemic growth within the state. Additionally, although the occupation has 380 job openings each year, there are 188 veterans who could qualify for those openings within our survey sample alone. At \$42,300 a year, the average salary for this position is low and, at 10%, the 10-year growth rate is sluggish and not even half of that expected elsewhere in the nation.

Using this report, Connecticut could use MOS data to target Gulf War II veterans who, because of the negative condition of the job market related to their MOSes, could immediately benefit from training or higher education via their state or federal education benefits. For example, Connecticut Army motor transport operators or Marine motor vehicle operators, both of whom are candidates for a heavy and tractor-trailer driver's license with a commercial driver's license, could be specifically encouraged to seek further training or education that would give them stronger footing when competing for employment in Connecticut.

Other MOSes can expect high growth, but low salaries. Veterans who are recommended for licenses as emergency medical technicians or medical response technicians and paramedics face 160 annual job openings in Connecticut with 30% expected growth over 10 years, but can expect an average salary of just \$38,100.

Connecticut veterans require a streamlined licensing process. However, it is also clear that many Gulf War II veterans require new careers and/or additional training in order to compete and thrive in the Connecticut job market. Even if all the veterans in Connecticut receive the licenses for which they are qualified, the job market, as is, will not necessarily have relevant positions for them to fill.

V. National Implications of the Connecticut Study

The Connecticut Gulf War II sample does not necessarily reflect the national composition of Gulf War II veterans by MOS. However, because both state and federal policymakers lack a survey of Gulf War II veterans by MOS, it is currently the only guide using a large survey of MOSes to target efforts to streamline licensing and credentialing opportunities for veterans.

On a national level, the scope and growth of the job prospects for 29 of the top 32 Connecticut MOSes improve, but the associated salaries almost invariably fall below Connecticut levels. If the Connecticut sample of the top 32 MOSes were representative of Gulf War II veterans across the country, veterans in the 29 licensed occupations would have an average salary of \$48,921. Additionally, the average annual number of associated job openings for these licensed positions would be 13,330 per position, for a population of more than 2.5 million Gulf War II veterans.⁵⁰

Although licenses and license requirements vary by state, two types of licenses that are common to all states are those that pertain to healthcare providers and commercial driver's licenses. Applying the relevant distribution of the top 32 Gulf War II MOSes from the CT sample to the BLS-reported total number of Gulf War II veterans in 2012 (2,566,000), CVLC projects that there are at least 64,772 Gulf War II veterans from healthcare MOSes who could benefit from streamlined licensing in the healthcare professions.⁵¹ This projection assumes that the distribution of the CT sample is representative of Gulf War II veterans nationally, and does not include any dedicated healthcare MOSes outside the top eight for each branch.

Additionally, projecting only from the top eight MOSes of each branch in the CT sample, there are at least 107,124 Gulf War II veterans from the dedicated motor transport MOSes who could benefit from reformed and streamlined opportunities to obtain a commercial driver's license.⁵² When other MOSes within the top 32 are included, such as infantrymen--who may have vehicular experience as a secondary or tertiary skill--that number increases to 468,357 Gulf War II veterans.⁵³ Again, these projections rely on the MOS distribution of the CT sample, and may not be representative of the nation as a whole.

At a minimum, the Connecticut Gulf War II data show that, state by state, it is possible to effectively use MOS data to target large sections of the veterans' population who could benefit from reformed and streamlined licensing opportunities. However, even if they are licensed, veterans looking for positions in some professions may not find employment due to the low number of annual job openings.

As in Connecticut, states could use MOS data to target Gulf War II veterans who, because of the negative condition of the job market related to their MOSes, could immediately benefit from training or higher education via their state or federal education benefits.

VI. Conclusion and Recommendations

This study provides the first empirical analysis of how state occupational and professional licenses might align with military training and experience. Reforming state licensing requirements to credit military experience is likely to promote veteran employment and ease the transition to civilian life. However, the study data also suggest that there are not enough job openings in Connecticut to benefit every Gulf War II veteran who qualifies for a license.

By identifying the composition of the recent veteran workforce and connecting the most common MOSes to potential civilian-sector licenses, this analysis provides a means for

policymakers to focus their efforts in addressing the veteran unemployment problem. It demonstrates what MOSes have the best licensed-job prospects, and what MOSes are at risk for civilian unemployment after their separation from active duty.

While the findings in this paper are limited to the state of Connecticut, the analysis could and should be replicated in other states and nationally.

CVLC recommends the following:

- The DoD should collect and release MOS data in a systematic fashion so that federal, state, and local officials can better understand the composition of the military workforce, reform professional and occupational licensing requirements as appropriate, identify MOSes that are at risk for civilian unemployment, and ensure a more seamless transition into the civilian sector for all Gulf War II veterans.
- Other states should conduct analyses similar to the Connecticut study to determine which professional and occupational license requirements they might reform so as to have the greatest benefit for the largest number of discharged service members based on common MOSes, labor market conditions, and existing licensing requirements.
- The DoD, VA, and/or DoL should identify veteran unemployment rates by MOS to better inform service members about post-service employment prospects when they make decisions regarding which military specialty to pursue. This way, service members know whether they are entering an MOS with a high risk for civilian unemployment. The DoD branches with COOL websites should coordinate with the DoL's Bureau of Labor Statistics to provide service members access to information in one website regarding civilian licenses and occupational outlooks for states in which they reside. As of December 2013, the Marine Corps does not have a COOL website, and the Air Force CERT site is not operational. Both the Air Force Credentialing and Education Research Tool (CERT) and the upcoming Marine Corps Credentialing Opportunities On-Line (COOL) site should emulate the content and functionality of the Army and Navy COOL websites.
- Connecticut, and all other states, should immediately identify and encourage service members from MOSes that have a high risk of civilian unemployment to use state or federal retraining or education benefits.
- The Connecticut MOS Task Force, created pursuant to Connecticut Special Act 13-5, should examine whether the licensing requirements related to 29 of the 32 most common MOSes held by Gulf War II veterans can be reformed to more fully credit military training and experience. Additionally, the Task Force should include this analysis in its report to the Connecticut Legislature.⁵⁴

* This report has been researched and drafted by Robert Cuthbert, Jr., James Eimers, Sam Kyung-Gun Lim, and Seth A. Nadler, students working in the Veterans Legal Services Clinic at Yale Law School under the supervision of Prof.

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¹ Press Release, Department of Labor, Bureau of Labor Statistics, Employment Situation of Veterans—2012 (Mar. 20, 2013), available at <http://www.bls.gov/news.release/vet.htm>.

² Binyamin Appelbaum, *The Enduring Consequences of Unemployment*, N.Y. TIMES, Mar. 28, 2012, available at <http://economix.blogs.nytimes.com/2012/03/28/the-enduring-consequences-of-unemployment/?r=0>; American Psychological Association, Psychological Effects of Unemployment and Underemployment, available at <http://www.apa.org/about/gr/issues/socioeconomic/unemployment.aspx>.

³ Employment Situation of Veterans--2012, *supra* note 1.

⁴ Editorial, *California is still failing its many out-of-work veterans*, THE FRESNO BEE, Nov. 7, 2013, available at <http://www.fresnobee.com/2013/11/07/3595512/editorial-california-is-still.html>; Brad Plumer, *The unemployment rate for recent veterans is incredibly high*, THE WASHINGTON POST WONKBLOG, Nov. 11, 2013, available at <http://www.washingtonpost.com/blogs/wonkblog/wp/2013/11/11/recent-veterans-are-still-experiencing-double-digit-unemployment/>.

⁵ Information concerning Army MOSes can be found at (<http://army.com/info/mos/all>) for officers and enlisted and here for warrant officers (http://www.usarec.army.mil/hq/warrant/WOgeninfo_mos.shtml); Information concerning Marine Corps MOSes can be found here (<http://www.marines.com/being-a-marine/roles-in-the-corps>);

Information concerning Navy rates, ratings and officer designations can be found at (http://www.navy.mil/navydata/nav_legacy.asp?id=259), (<http://www.navy.mil/navydata/ranks/rankrate.html>), and on the Navy Credentialing Opportunities On-Line (COOL) website (<https://www.cool.army.mil>);

Information concerning Air Force Specialty Codes AFSCs can be found here for officers (<http://www.af.mil/AboutUs/FactSheets/Display/tabid/224/Article/104484/officer-afsc-classifications.aspx>) and here for enlisted

(<http://www.af.mil/AboutUs/FactSheets/Display/tabid/224/Article/104609/enlisted-afsc-classifications.aspx>).

Information on how to read an Air Force AFSC can be found in Chapter 2 of Raymond E. Conley and Albert A. Robbert's 2009 Rand Corporation Report, *Air Force Officer Specialty Structure: Reviewing the Fundamentals* (http://www.rand.org/content/dam/rand/pubs/technical_reports/2009/RAND_TR637.pdf).

⁶ Claudette Roulo, *Military-to-Civilian Skills Credentialing Pilot Underway*, AMERICAN FORCE PRESS SERVICE, Nov. 20, 2012, available at <http://www.defense.gov/News/NewsArticle.aspx?ID=118604>; THE WHITE HOUSE, Fact Sheet: Administration Partners with Industry to Get Service Members Credentialed for High-Demand Jobs, Apr. 29, 2013, available at <http://www.whitehouse.gov/the-press-office/2013/04/29/fact-sheet-administration-partners-industry-get-service-members-credenti>.

⁷ In spring 2013, the Connecticut legislature established a task force to study the use of MOS training as a substitute for state licensing requirements, with a report to the legislature due for the 2014 session. See Special Act No. 13-5.

⁸ Jim Tice, *High-speed drawdown: Army ramps up force-outs*, ARMY TIMES, Oct. 21, 2013, available at <http://www.armytimes.com/article/20131021/NEWS/310210008/High-speed-drawdown-Army-ramps-up-force-outs>; Tom Philpott, *Military braces for fallout from drawdowns*, ABQJOURNAL ONLINE, Nov. 10, 2013, available at <http://www.abqjournal.com/298635/biz/military-braces-for-fallout-from-drawdowns.html>.

⁹ Employment Situation of Veterans--2012, *supra* note 1.

¹⁰ Assistant Secretary for Department of Labor Veterans' Employment and Training Service Keith Kelly, Remarks at the National Convention for AMVETS (Aug. 1, 2013), available at http://www.dol.gov/sec/media/congress/20130801_Kelly.htm.

¹¹ EXEC. OFFICE OF THE PRESIDENT, *The Fast Track to Civilian Employment: Streamlining Credentialing and Licensing for Service Members, Veterans, and Their Spouses* (2013), available at http://www.whitehouse.gov/sites/default/files/docs/military_credentialing_and_licensing_report_2-24-2013_final.pdf; EXEC. OFFICE OF THE PRESIDENT, *Military Skills for America's Future: Leveraging Military Service and Experience to Put Veterans and Military Spouses Back to Work* (2012), available at http://www.whitehouse.gov/sites/default/files/docs/veterans_report_5-31-2012.pdf.

¹² *VOW to Hire Heroes Act of 2011*, HOUSE COMMITTEE ON VETERANS AFFAIRS, <http://veterans.house.gov/vow>; 38 USC § 4114.

¹³Search Through Careers in the Army, Army Careers: Ways to Serve in the Army, <http://www.goarmy.com/careers-and-jobs/browse-career-and-job-categories.html>, (last visited Dec. 21, 2013).

¹⁴ AMERICAN FORCE PRESS SERVICE; THE WHITE HOUSE, *supra* note 6.

¹⁵ Gulf War II Veterans MOS Survey Data (2013). The CTDVA collects MOS data voluntarily submitted by discharged veterans. The CTDVA provided the MOS data that were catalogued and analyzed for this report.

¹⁶ The sample of 923 veterans represented 1,030 total MOSes. In instances in which a service member held multiple MOSes, only those MOSes located within distinct branches were included.

¹⁷ The Department of Labor sponsors a website called CareerOneStop. Army and Navy COOL link to this site when queried about state-licensing opportunities. *Licensed Occupations*, CAREERONESTOP, <http://www.careerinfonet.org/LicensedOccupations/> (last visited Dec. 21, 2013).

¹⁸ The Coast Guard data sample did not contain sufficient information in terms of occupational specialties/ratings or officer designators, and as such is not analyzed here.

¹⁹ Employment Situation of Veterans--2012, *supra* note 1.

²⁰ *Id.*

²¹ *Id.*

²² *Id.*

²³ *VOW to Hire Heroes Act of 2011*, *supra* note 12.

²⁴ *Id.*

²⁵ *Id.*

²⁶ THE FRESNO BEE; THE WASHINGTON POST WONKBLOG, *supra* note 4; EXEC. OFFICE OF THE PRESIDENT, *supra* note 11.

²⁷ Gulf War II Veterans MOS Survey Data, *supra* note 15.

²⁸ The Navy does not use the term “MOS” but instead refers to general enlisted occupations as “ratings,” and for officers uses the term “officer designators.” In addition, the Navy has a Navy Enlisted Classification (NEC) system, which supplements the enlisted rating structure by identifying further skills and abilities beyond the rating designator. For this survey, Connecticut’s Navy veterans are organized by their rating or designator.

²⁹ A sufficient number of veterans held NEC DG-9760 classifications (Electrical/Mechanical Equipment Repairmen) to put the classification in the top eight, but because this NEC is outside Navy general occupational areas it was excluded.

³⁰ The Air Force identifies Air Force specialties with Air Force Specialty Codes (AFSC), similar to the Army’s MOS system.

³¹ Aerospace Ground Equipment had the same number of instances as did Aircraft Structural Maintenance, Air Transportation, Knowledge Operations, and Command & Control Battle Management Operations.

³² Logistics Vehicle Systems Operator had the same number of instances as did Mortarman, Administrative Specialist, Cyber Network Operator, Marine Corps Security Force Guard, and Basic Water Support Technician.

³³ *Army COOL: Credentialing Opportunities On-Line*, U.S. ARMY, <https://www.cool.army.mil> (last visited Dec. 22, 2013); *Navy COOL: Credentialing Opportunities On-Line*, U.S. NAVY, <https://www.cool.navy.mil> (last visited Dec. 22, 2013). Note: Army COOL does not have listings for commissioned officers, only warrant officers and enlisted. Navy COOL has listings for all officers and enlisted.

³⁴ *Army COOL – MOS 11B – Infantryman*, U.S. ARMY, <https://www.cool.army.mil/enlisted/11b.htm> (last visited Dec. 21, 2013).

³⁵ *Id.*

³⁶ *CCAF Credentialing and Education Research Tool*, COMMUNITY COLLEGE OF THE AIR FORCE, <https://augateway.maxwell.af.mil/ccaf/certifications/programs/index.asp>. Note: This site was not operational as of Dec. 21, 2013.

³⁷ On Dec. 13, 2012, Federal Business Opportunities, a U.S. Government website, listed a solicitation for contractors to assist in building a Marine Corps COOL website. *Marine Corps Credentialing Opportunities On-Line Website (MC COOL) – Federal Business Opportunities*, FED. BUS. OPPORTUNITIES, https://www.fbo.gov/index?s=opportunity&mode=form&id=83c5f9930a3ee68ce38e31c8bc67c892&tab=core&_cvi=0 (last visited Dec. 21, 2013).

³⁸ *Army COOL – MOS 11B – Infantryman*, *supra* note 34.

³⁹ Data obtained from CareerOneStop, *supra* note 17.

⁴⁰ 1) The Army Credentialing Opportunities On-Line (COOL) website (www.cool.army.mil) links to CareerOneStop, a website sponsored by the U.S. Department of Labor, Employment and Training Administration (www.careeronestop.org). Taken together, these websites identify the following potential Connecticut licensing

opportunities for the top eight Army MOSes, which we have also applied to comparable Marine Corps MOSes, because, as of Dec. 21, 2013, the Marine Corps does not have a COOL website:

- 1) Infantryman (5 Potential CT Licenses) Commercial Driver's License (CDL), Truck Driver, Heavy or Tractor Trailer (CDL); Police Officer, Police Officer (Probationary), Security Guard.
- 2) Military Police (5 Potential CT Licenses): Bail Enforcement Agent (Bounty Hunter), Private Detective, Private Detective- Fire Investigator, Private Detective-Security Service, Security Guard.
- 3) Combat Engineer (7 Potential CT Licenses): Bus Driver (CDL), Commercial Driver's License (CDL), Blaster (Explosives License), Explosive, Vehicle Operator; Firework Shooter, Special Effects Shooter; Truck Driver, Heavy or Tractor Trailer (CDL).
- 4) Motor Transport (2 Potential CT Licenses): Commercial Driver's License; Truck Driver, Heavy or Tractor Trailer (CDL).
- 5) Wheeled Vehicle Mechanic (1 Potential CT License): Motor Vehicle Emissions Technician (Certified).
- 6) Unit Supply Specialist (2 Potential CT Licenses): Fisher, Commercial: Bait Dealer; Fisher, Commercial: Seafood Dealer.
- 7) Healthcare Specialist (9 Potential CT Licenses, if one takes into account additional skills that healthcare specialists can gain in service): Emergency Medical Technician, Emergency Medical Technician- Intermediate, Medical Response Technician, Paramedic, Licensed Practical Nurse, Retired Nurse-LPN, Occupational Therapy Assistant, Physical Therapy Assistant, Perfusionist.
- 8) Human Resources Specialist (2 Potential CT Licenses): Counselor, Professional; School Counselor.

⁴¹ *Marine Corps Credentialing Opportunities On-Line Website (MC COOL) – Federal Business Opportunities*, *supra* note 37.

⁴² Due to the absence of a Marine Corps COOL site, equivalent Army MOSes were used with the Army Credentialing Opportunities On-Line (COOL) website (www.cool.army.mil) that links to CareerOneStop, a website sponsored by the U.S. Department of Labor, Employment and Training Administration (www.careeronestop.org), to identify potential Connecticut Licenses for the top eight Marine Corps MOSes:

- 1) Rifleman (5 Potential CT Licenses, comparable to Army Infantryman): Commercial Driver's License (CDL), Truck Driver, Heavy or Tractor Trailer (CDL); Police Officer, Police Officer (Probationary), Security Guard.
- 2) Motor Vehicle Operator (2 Potential CT Licenses, comparable to Army Motor Transport Operator): Commercial Driver's License; Truck Driver, Heavy or Tractor Trailer (CDL).
- 3) Machine Gunner (5 Potential CT Licenses, comparable to Army Infantryman): Commercial Driver's License (CDL), Truck Driver, Heavy or Tractor Trailer (CDL); Police Officer, Police Officer (Probationary), Security Guard.
- 4) Automotive Organizational Mechanic (1 Potential CT License, comparable to Army Wheeled Vehicle Mechanic): Motor Vehicle Emissions Technician (Certified).
- 5) Administrative Clerk (2 Potential CT Licenses, comparable to Army Human Resources Specialist): Counselor, Professional; School Counselor.
- 6) Infantry Officer (5 Potential CT Licenses, comparable to Army Infantryman): Commercial Driver's License (CDL), Truck Driver, Heavy or Tractor Trailer (CDL); Police Officer, Police Officer (Probationary), Security Guard.
- 7) Combat Engineer (7 Potential CT Licenses, comparable to Army Combat Engineer): Bus Driver (CDL), Commercial Driver's License (CDL), Blaster (Explosives License), Explosive, Vehicle Operator; Firework Shooter, Special Effects Shooter; Truck Driver, Heavy or Tractor Trailer (CDL).
- 8) Logistics Vehicle System Operator (2 Potential CT Licenses, comparable to Army Motor Transport Operator): Commercial Driver's License; Truck Driver, Heavy or Tractor Trailer (CDL).

⁴³ Data obtained from CareerOneStop, *supra* note 17.

⁴⁴ This section uses the Navy COOL website, *supra* note 33, and CareerOneStop, *supra* note 17, to connect the Navy ratings to their related civilian sector licenses.

⁴⁵ 1) The Navy Credentialing Opportunities On-Line (COOL) website (www.cool.navy.mil) links to CareerOneStop, a website sponsored by the U.S. Department of Labor, Employment and Training Administration (www.careeronestop.org). Taken together, these websites identify the following potential Connecticut licensing opportunities for the top eight Navy ratings/designators:

- 1) Electronics Technician (1 Potential CT License): Professional Engineer (Electronics).
- 2) Machinist's Mate (13 Potential CT Licenses): Solid Waste Facility Operator Certification, Asbestos Abatement Worker & Site Supervisor, Asbestos Contractor, Lead Abatement Worker, Lead Contractor, Hoisting Equipment

Operator, Wastewater Treatment Plant Operator, Water Distribution System Operator, Water Distribution System Operator-Full Certification, Water Distribution System Operator-Provisional, Water Treatment Plant Operator, Water Treatment Plant Operator- Full Certification, Water Treatment Plant Operator- Provisional.

3) Electrician's Mate (3 Potential CT Licenses): Electrical Contractor, Electrical Journey Person, Telecommunications Infrastructure Layout Technician.

4) Hospital Corpsman (23 Potential CT Licenses, if one takes into account additional skills that hospital corpsmen can gain in service): Perfusionist, Dental Hygienist, School Dental Hygienist-Teacher, Embalmer, Emergency Medical Technician, Emergency Medical Technician- Intermediate, Medical Response Technician, Paramedic, Environmental Professional, Licensed; Lead Inspector Risk Assessor, Sanitarian, Registered; Funeral Director, Licensed Practical Nurse, Retired Nurse-LPN, Nursing Home Administrator, Nurse Aid/Assistant, Occupational Therapy Assistant, Optician, Optician Apprentice, Pharmacy Technician, Physical Therapy Assistant, Physician Assistant, Commercial Driving School Instructor. Note: it is not clear how a hospital corpsman, would qualify for a physician assistant license without graduating from a physician assistant program.

5) Culinary Specialist (0 Potential CT Licenses).

6) Logistics Specialist (5 Potential CT Licenses): Accountant, Certified Public; Asbestos Abatement Worker & Site Supervisor, Asbestos Contractor, Lead Abatement Worker, Lead Contractor.

7) Fire Control Technician (4 Potential CT Licenses): Professional Engineer (Electronics), Backflow Preventer Tester, Cross Connection Survey Inspector, Weights and Measures Device Repairer.

8) Sonar Technician (Surface) (9 Potential CT Licenses): Blaster (Explosives License), Explosives, Vehicle Operator; Firework Shooter, Special Effects Shooter, Asbestos Consultant- Inspector/Management Planner, Asbestos Consultant- Project Designer, Asbestos Consultant- Project Monitor, Food Service Inspector, Lead Planner- Project Designer.

⁴⁶ Data obtained from CareerOneStop, *supra* note 17.

⁴⁷ As of Dec. 21, 2013 the Air Force CERT website (<https://augateway.maxwell.af.mil/ccaf/certifications/programs/>) was "down for maintenance or revision." To compensate, CVLC used the Careers in the Air Force (<https://www.airforce.com/careers/>), the Navy COOL (www.cool.navy.mil), and Army COOL (www.cool.army.mil) websites to identify comparable MOS/ratings/designators, and CareerOneStop (www.careeronestop.org) to identify attendant potential Connecticut licenses for the top eight Air Force AFSCs.

1) Security Forces (5 Potential CT Licenses, comparable to Navy Master-At-Arms): Bail Enforcement Agent (Bounty Hunter), Private Detective, Private Detective-Fire Investigator, Private Detective-Security Service, Guard, Security.

2) Airlift/Special Mission Aircraft Maintenance (2 Potential CT Licenses, comparable to Navy Aviation Structural Mechanics): Sheet Metal Contractor, Sheet Metal Journey Person.

3) Integrated Avionics Systems (3 Potential CT Licenses, comparable to Navy Aviation Electronics Technician): Backflow Preventer Tester, Cross Connection Survey Inspector, Weights and Measures Device Repairer.

4) Tactical Aircraft Maintenance (0 Potential CT Licenses, comparable to Navy Aviation Machinist's Mate).

5) Fire Protection (4 Potential CT Licenses, comparable to Army Firefighter): Fire Inspector/Marshall, Fire Officer, Public Fire and Life Safety Officer, Safety Officer (Fire Service).

6) Aerospace Medical Service (23 Potential CT Licenses, comparable to Navy Hospital Corpsman and taking into account additional skills that Hospital Corpsmen can gain in service): Perfusionist, Dental Hygienist, School Dental Hygienist-Teacher, Embalmer, Emergency Medical Technician, Emergency Medical Technician- Intermediate, Medical Response Technician, Paramedic, Environmental Professional, Licensed; Lead Inspector Risk Assessor, Sanitarian, Registered; Funeral Director, Licensed Practical Nurse, Retired Nurse-LPN, Nursing Home Administrator, Nurse Aid/Assistant, Occupational Therapy Assistant, Optician, Optician Apprentice, Pharmacy Technician, Physical Therapy Assistant, Physician Assistant, Commercial Driving School Instructor. Note: it is not clear how a person in the aerospace medical service or hospital corpsman, would qualify for a physician assistant license without graduating from a physician assistant program.

7) Financial Management & Comptroller (0 Potential CT Licenses, comparable to Army Financial Management Technician).

8) Aerospace Ground Equipment (3 Potential CT Licenses, comparable to Navy Aviation Electrician's Mate): Backflow Preventer Tester, Cross Connection Survey Inspector, Weights and Measures Device Repairer.

⁴⁸ Data obtained from CareerOneStop, *supra* note 17.

⁴⁹ Substituted for Municipal Fire Fighting and Prevention Supervisor, for which data were not available.

⁵⁰ Gulf War II Veterans MOS Survey Data, *supra* note 15; Employment Situation of Veterans--2012, *supra* note 1.

⁵¹ *Id.*

⁵² *Id.*

⁵³ *Id.*

⁵⁴ Connecticut MOS Task Force, *supra* note 7.